

EXHIBIT

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From: [Abbasia, Tara](#)
To: [DiPaola, Kara](#)
Subject: Fwd: Proposed TA
Date: Tuesday, February 28, 2023 10:04:59 AM

Hi Kara,

Here is the email the faculty received this morning. He is trying to rile up faculty when he knows what he is putting out there is not possible to get. He's again calling for my resignation. As you may or may not know, I will be leaving the college in June. Since making that announcement he has tried to discredit me and my ability to negotiate a contract, has tried to oust me as President, threatened me, and has tried to intimidate me.

I don't feel that I or anyone else should have to put up with this. I have been sent private emails and been stopped on campus by faculty saying how wrong his behavior is and they are sorry that I have to go through this. It has not gone unnoticed but unfortunately not many are willing to publicly stand up to him about his inappropriate workplace behavior.

Tara

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Begin forwarded message:

From: "Murray, Steven" <smurray@ccri.edu>
Subject: Proposed TA
Date: February 28, 2023 at 6:57:32 AM EST
To: "O'Neill, Daniel" <djoneill1@ccri.edu>, CCRI Faculty Association <ccrifa@ccri.edu>, Leslie Florio <lflorio@neari.org>

Dear Colleagues and Union Members,

With no message or explanation from our Union President to the members she represents, we have received a notice of an EC meeting next Monday evening to discuss and vote on another (lousy) proposed TA.

And of course, the meeting will not be in person, but by Zoom.

We talk about building unity amongst our members, yet many prefer what's most convenient, i.e., the DL /Zoom version of Union participation. Is that really how we best discuss our future and the terms of our livelihood?

In person discussion of what we agree upon and disagree upon is how we build understanding of the issues and how we see who's really involved in Union matters, and who perhaps sadly is anti-union or playing for the other team.

Agree or disagree, that ship has sailed as there will be no in person meeting to discuss the TA.

But ask yourself, what does that tell you about where we now are with our Union and the latest proposed TA?

Does it feel like our Union leadership and the Administration just want this to be over and done?

The Administration has NECHE at our doorstep. The Administration does not want an ongoing labor dispute. The language they wanted in the previous TA has been withdrawn. Was it ever that important to them? They offer us a few crumbs (2.5% raise on most, but not all of the financial issues), a "roll over" of the rest of the contract language, and achieve what they desire most with NECHE coming in.

They are betting that most of us will "roll over" and take the "crumbs." A compliant faculty and problem averted.

With a huge State budget surplus, our 10-year NECHE accreditation visit upon us, the Administration wanting a 7-week semester, a pro-Union Governor and a new boss/Chair of the Council on Postsecondary Education (David Caprio), we have leverage now that we rarely ever have had.

Should we eliminate "salary compression" and pay faculty fairly? Should we have a "step system"? Should we be paid the same or at least closer to what URI and RIC receive for teaching identical courses to what we teach? Should our raises be tied more closely to the rampant inflation that exists? Should we receive a \$3,000 retention "bonus"?

Please read the tea leaves as to what really matters to this Administration and how that will change your livelihood.

3. Titled Article II.G “Curriculum Review Committee”. (Previously it had no title. It was the only section with multiple parts that did not have a title)

Regards,

Daniel O’Neill

CCRIFA Secretary